



**TENNESSEE HUMAN RIGHTS COMMISSION  
CENTRAL OFFICE  
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**May 20, 2005  
Teleconference  
Board of Commissioner's Meeting  
Minutes**

**Commissioner's Present:**

Commissioner Garrett  
Commissioner Hammonds  
Commissioner Jones  
Commissioner Pierce  
Commissioner Todd  
Commissioner Walker  
Chairman Wiggins  
Commissioner Kyles  
Commissioner Rodriguez  
Commissioner Hakeem  
Commissioner Smith

**Commissioner's Absent:**

Commissioner Hodge  
Commissioner Horne  
Commissioner Rogers  
Commissioner Pride

**Staff Present:**

Amber D. Gooding, Executive Director  
Scott Mayer, General Counsel  
Lisa Lancaster, Executive Director's Assistant

**Guests: None**

**Call to Order**

Chairman Wiggins called the meeting to order at 9:05 a.m at which time roll call was taken. Commissioner Kyles offered the invocation.

**Minutes of Previous Meeting**

Minutes of the April 22, 2005 were reviewed and Commissioner Rodriguez made a motion to accept, which was seconded by Commissioner Garrett. A vote was taken and passed.

**Announcements**

Director Gooding announced that Deputy Director Antonio Adams has become a father to Antonio Adams Jr. The board expressed their congratulations.

**Housing Case Report**

Executive Director Amber Gooding reported the activity in the area of housing cases in the absence of Robert Bright, Housing Director. The housing division of the agency is working

toward a goal of 100 cases for the year, with approximately 93 cases processed. She also noted that several more cases have been caused.

### **Employment Case Report**

Executive Director Gooding also reported on Employment cases in the absence of Deputy Director Antonio Adams. The employment cases are on schedule to achieve the goal set by the EEOC workshare agreement. Commissioner Pierce questioned the approximate number of cases filed by State agency workers. Executive Director Gooding noted that the statistical information requested would be supplied to the board.

Chairman Wiggins asked what basis the majority of cases were filed and the Director noted the number one issue was race.

### **Legislation report**

Executive Director Gooding informed the board that the Davidson County venue bill has been signed into law. The THRC Board attendance bill has passed and has moved to the Governor's office where it is expected to be signed, in the near future.

Commissioner Pierce noted some concern regarding the Sexual harassment training being conducted by the Department of Personnel. Mainly, that persons filing complaints were instructed by certified trainers to consult an attorney. A possible meeting to discuss the training, with the Executive Director, DOP Commissioner Camp and Commissioner Pierce will be discussed further.

### **Legal Report**

General Counsel, Scott Mayer, updated the board on the pending employment cause cases. Two cause cases involving religious discrimination have been postponed by the Judge until June 2 and 3. The pregnancy case involving an employee who was not treated as temporarily disabled, is in formal mediation. No settlement has been reached. The employment retaliation case may move to mediation, as the employer is interested in settlement.

The conciliation is complete in the Country Club seasonal worker who filed sexual harassment charges. The agreement is being drafted in regards to a \$7,500 settlement and signatures will be obtained.

### **Cause Case Report**

Assistant Counsel, Shay Rose reported on the progress of the cause cases in the housing division. Several cases involving a disabled person requesting reasonable accommodations for parking, race by association, mixed race families and rent to families with children were discussed.

It was noted by Executive Director Gooding that the July meeting would be the boards Annual Meeting. With no further business to attend to, Chairman Wiggins called for the board meeting to be adjourned. The meeting was closed at 9:35 am.